

the terminals and to receive applicant responses entered at the terminals in response to presentation of the application questions, the application questions comprising:

requirements questions eliciting information on whether the applicants meet employment requirements;

a set of validated questions designed to minimize adverse impact on minority groups and validated by correlating job performance ratings of a plurality of hired workers with previous responses given by the workers to the application questions before the workers were hired, the set of validated questions being a short subset of a large assessment, the short subset being selected to serve as a fast job-related pre-screen; and

a scoring system for automatically scoring the applicant responses in real time, the scoring system comparing applicant responses for requirements questions to employer requirements and being validated to predict both performance and turnover potential;

a scoring database connected to the applicant screening server;

an applicant input system located on the employer's premises and configured to administer an in-depth assessment to an applicant at the employer's premises after the applicant has come to the employer's premises and logged on; and

a viewing system for permitting the employer to view applicant results from the electronic prediction system and the applicant's rank order, the applicant results providing information on applicants who have a high probability of performing successfully and not terminating early.

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 144. (new) An electronic prediction system for assessing the suitability of job applicants for an employer, the electronic prediction system comprising:

a plurality of terminals connected to the Internet and accessible by the applicants;

an applicant screening server connected through the Internet to the terminals, the applicant screening server having a testing computer program and storing test data; an employer job advertisement identifying a uniform resource locator; a resource identified by the uniform resource locator, the resource configured to present application questions to the applicants at the terminals and to receive applicant responses entered at the terminals in response to presentation of the application questions, the application questions comprising:

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requirements questions eliciting information on whether the applicants meet employment requirements;

validated questions designed to minimize adverse impact on minority groups and validated by correlating job performance of a plurality of hired workers with previous responses given by the workers to the application questions before the workers were hired; and

a scoring system for automatically scoring the applicant responses in real time, the scoring system being validated to predict both performance and turnover potential;

a scoring database connected to the applicant screening server; and

a viewing system for permitting the employer to view applicant results from the electronic prediction system and the applicant's rank order, the applicant results providing information on applicants who have a high probability of performing successfully and not terminating early.

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145. (new) An electronic prediction system for assessing the suitability of job applicants for an employer, the electronic prediction system comprising:

a plurality of terminals connected to the Internet and accessible by the applicants;

an applicant screening server connected through the Internet to the terminals, the applicant screening server having a testing computer program and storing test data;

a resource identified by a telephone number in an employer job advertisement, the resource configured to present application questions to the applicants at the terminals and to receive applicant responses entered at the terminals in response to presentation of the application questions, the application questions comprising:

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requirements questions eliciting information on whether the applicants meet employment requirements;

validated questions designed to minimize adverse impact on minority groups and validated by correlating job performance of a plurality of hired workers with previous responses given by the workers to the application questions before the workers were hired; and

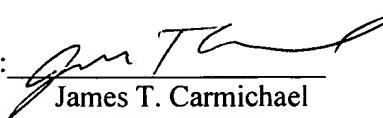
a scoring system for automatically scoring the applicant responses in real time, the scoring system being validated to predict both performance and turnover potential;

a scoring database connected to the applicant screening server; and

a viewing system for permitting the employer to view applicant results from the electronic prediction system and the applicant's rank order, the applicant results providing information on applicants who have a high probability of performing successfully and not terminating early.

Respectfully submitted,

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